

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Defense Finance & Accounting Service Complaint Activity

**Data as of September 30, 2004 - End of Fourth Quarter
FY 2004**

(All tables include 29 CFR §1614.705 Comparative Data (Previous Fiscal Year Data))

29 CFR §1614.704(a) - (c)

Complaint Activity	FY2004 end of 4th Qtr	2003	2002	2001	2000	1999
<u>1. Total # of Complaints Filed in FY 2004</u>	99	118	147	117	151	NA
<u>2. Total # of Individuals Filing</u>	84	106	125	99	137	NA
<u>3. Total # of Repeat Filers</u>	12	9	12	10	8	NA

29 CFR §1614.704(d)

[4. Number of Complaints Raising Each of the Various Bases of Alleged Discrimination](#)

	FY2004 end of 4th Qtr	2003	2002	2001	2000	1999
<i>Race</i>	41	58	82	64	79	NA
<i>Color</i>	12	14	13	23	27	NA
<i>Religion</i>	0	0	3	2	6	NA
<i>National Origin</i>	10	21	7	10	15	NA
<i>Sex (based on gender)</i>	40	48	54	48	73	NA
<i>Disability</i>	23	55	30	35	25	NA
<i>Age</i>	33	41	48	37	34	NA
<i>Reprisal</i>	48	60	59	48	51	NA
<i>Other</i>	0	NA	NA	NA	NA	NA

29 CFR §1614.704(e)

5. Number of Complaints Raising Each of the Various Issues of Alleged Discrimination

	FY2004 end of 4th Qtr	2003	2002	2001	2000	1999
<i>Appointment/Hire</i>	4	1	5	2	6	NA
<i>Assignment of Duties</i>	9	6	6	8	9	NA
<i>Awards</i>	3	1	2	9	4	NA
<i>Conversion to Full-time</i>	0	0	0	0	0	NA
<i>Disciplinary Action</i>						
<i>Demotion</i>	2	1	3	0	1	NA
<i>Reprimand</i>	7	1	3	2	2	NA
<i>Suspension</i>	3	5	3	3	9	NA
<i>Removal</i>	0	0	0	0	0	NA
<i>Other</i>	4	3	4	0	7	NA
<i>Duty Hours</i>	0	2	2	0	1	NA
<i>Evaluation Appraisal</i>	17	15	24	23	22	NA
<i>Examination/Test</i>	1	0	0	2	0	NA
<i>Harassment</i>						
<i>Non-Sexual</i>	34	43	35	37	26	NA
<i>Sexual</i>	4	5	2	4	5	NA
<i>Medical Examination</i>	0	0	0	0	0	NA
<i>Pay (Including Overtime)</i>	1	0	2	3	1	NA
<i>Promotion/Non-Selection</i>	29	39	70	44	64	NA
<i>Reassignment</i>						
<i>Denied</i>	1	0	3	2	1	NA
<i>Directed</i>	2	2	4	8	2	NA
<i>Reasonable Accommodation</i>	7	13	8	9	6	NA
<i>Reinstatement</i>	0	0	0	0	0	NA
<i>Retirement</i>	2	0	1	1	1	NA
<i>Termination</i>	7	6	8	3	5	NA
<i>Terms/Conditions of Employment</i>	3	8	19	10	10	NA
<i>Time and Attendance</i>	6	14	13	4	6	NA
<i>Training</i>	2	5	4	4	9	NA
<i>Other</i>	1	7	11	12	17	NA

29 CFR §1614.704(f)

6. Average Length of Time to Complete Each Stage of the Complaint Process

FY2004 end of 4th Qtr	Number	Average Days
<i>All complaints pending in Investigative Stage</i>	60	259
<i>All complaints pending in Final Agency Action Stage</i>	80	645
<i>All complaints pending in which Hearing was not requested</i>	35	
<i>Time in Investigation Stage</i>	18	265
<i>Time to issue Final Agency Action</i>	29	470
<i>All complaints pending in which a Hearing was requested</i>	91	
<i>Time in Investigation Stage</i>	42	256
<i>Time to issue Final Agency Action</i>	51	774

29 CFR §1614.704(g)

7. Complaints Dismissed by Agency Pursuant to 1614.107(a)

	FY2004 end of 4th Qtr	2003	2002	2001	2000	1999
<i>Total Complaints Dismissed by Agency</i>	50	23	41	34	42	data not available
<i>Average days pending prior to dismissal</i>	34	56	134	190	387	

29 CFR §1614.704(h)

8. Final Agency Actions Involving a Finding Discrimination

	2004 4th Qtr		2003		2002		2001		2000		1999	
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Total Number Findings</i>	1	100	3	100	1	100	2	100	0		NA	
<i>Without EEOC Admin. Hearing</i>	0		0		0		0		0		NA	
<i>With EEOC Admin. Hearing</i>	1	100	3	100	1	100	2	100	0		NA	

29 CFR §1614.704(i)

9. Final Agency Actions Rendered Involving a Finding of Discrimination by Basis

	2004 4th Qtr		2003		2002		2001		2000		1999	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		3		1		2		0		NA	
Number Findings Rendered Without Hearing	0		0		0		0		0		NA	
<i>Race</i>	0		0		0		0		0			
<i>Color</i>	0		0		0		0		0			
<i>Religion</i>	0		0		0		0		0			
<i>National Origin</i>	0		0		0		0		0			
<i>Sex (include Equal Pay Act)</i>	0		0		0		0		0			
<i>Disability</i>	0		0		0		0		0			
<i>Age</i>	0		0		0		0		0			
<i>Reprisal</i>	0		0		0		0		0			
Number Findings Rendered After Hearing*	1		3		1		2		0	0	NA	
<i>Race</i>	0		1	17	0		2	40	0			
<i>Color</i>	0		1	17	0		0		0			
<i>Religion</i>	0		0		0		0		0			
<i>National Origin</i>	0		0		0		0		0			
<i>Sex (include Equal Pay Act)</i>	0		0		1	50	2	40	0			
<i>Disability</i>	1	100	1	17	0		0		0			
<i>Age</i>	0		0		0		0		0			
<i>Reprisal</i>	0		3	50	1	50	1	20	0			

**Note: Complainants may allege several issues and bases, therefore, the percentage is based on the total of each issue or basis (Ex: # findings rendered after hearing by basis for FY03= 6) . The figures have been rounded off and may not equal to 100%..*

29 CFR §1614.704(j)

10. Final Agency Actions with a Finding of Discrimination by Issues

	2004 4th Qtr		2003		2002		2001		2000		1999	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		3		1		2		0		NA	
Findings Without Hearing	0		0		0		0		0		0	

<i>Appointment/Hire</i>	0		0		0		0		0		0	
<i>Assignment of Duties</i>	0		0		0		0		0		0	
<i>Awards</i>	0		0		0		0		0		0	
<i>Conversion to Full-time</i>	0		0		0		0		0		0	
<i>Disciplinary Action</i>	0		0		0		0		0		0	
<i>Demotion</i>	0		0		0		0		0		0	
<i>Reprimand</i>	0		0		0		0		0		0	
<i>Suspension</i>	0		0		0		0		0		0	
<i>Removal</i>	0		0		0		0		0		0	
<i>Other</i>	0		0		0		0		0		0	
<i>Duty Hours</i>	0		0		0		0		0		0	
<i>Evaluation Appraisal</i>	0		0		0		0		0		0	
<i>Examination/Test</i>	0		0		0		0		0		0	
<i>Harassment</i>	0		0		0		0		0		0	
<i>Non-Sexual</i>	0		0		0		0		0		0	
<i>Sexual</i>	0		0		0		0		0		0	
<i>Medical Examination</i>	0		0		0		0		0		0	
<i>Pay (Including Overtime)</i>	0		0		0		0		0		0	
<i>Promotion/Non-Selection</i>	0		0		0		0		0		0	
<i>Reassignment</i>	0		0		0		0		0		0	
<i>Denied</i>	0		0		0		0		0		0	
<i>Directed</i>	0		0		0		0		0		0	
<i>Reasonable Accommodation</i>	0		0		0		0		0		0	
<i>Reinstatement</i>	0		0		0		0		0		0	
<i>Retirement</i>	0		0		0		0		0		0	
<i>Termination</i>	0		0		0		0		0		0	
<i>Terms/Conditions of Employment</i>	0		0		0		0		0		0	
<i>Time and Attendance</i>	0		0		0		0		0		0	
<i>Training</i>	0		0		0		0		0		0	
<i>Other</i>	0		0		0		0		0		0	
Findings After Hearing	0		3		1		2		0	0	NA	
<i>Appointment/Hire</i>	0		0		0		0		0		0	
<i>Assignment of Duties</i>	0		1	17	0		0		0		0	
<i>Awards</i>	0		0		0		0		0		0	

<i>Conversion to Full-time</i>	0		0		0		0		0		0	
<i>Disciplinary Action</i>	0		0		0		0		0		0	
<i>Demotion</i>	0		0		0		0		0		0	
<i>Reprimand</i>	0		0		0		0		0		0	
<i>Suspension</i>	0		0		0		0		0		0	
<i>Removal</i>	0		0		0		0		0		0	
<i>Other</i>	0		0		0		1	33	0		0	
<i>Duty Hours</i>	0		0		0		0		0		0	
<i>Evaluation Appraisal</i>	0		1	17	0		1	33	0		0	
<i>Examination/Test</i>	0		0		0		0		0		0	
<i>Harassment</i>	0		0		0		0		0		0	
<i>Non-Sexual</i>	1	100	0		0		0		0		0	
<i>Sexual</i>	0		0		0		0		0		0	
<i>Medical Examination</i>	0		0		0		0		0		0	
<i>Pay (Including Overtime)</i>	0		1	17	0		0		0		0	
<i>Promotion/Non-Selection</i>	0		2	33	1	100	0		0		0	
<i>Reassignment</i>	0		0		0		0		0		0	
<i>Denied</i>	0		0		0		0		0		0	
<i>Directed</i>	0		0		0		0		0		0	
<i>Reasonable Accommodation</i>	0		0		0		0		0		0	
<i>Reinstatement</i>	0		0		0		0		0		0	
<i>Retirement</i>	0		0		0		0		0		0	
<i>Termination</i>	0		0		0		0		0		0	
<i>Terms/Conditions of Employment</i>	0		0		0		1	33	0		0	
<i>Time and Attendance</i>	0		0		0		0		0		0	
<i>Training</i>	0		1	17	0		0		0		0	
<i>Other</i>	0		0		0		0		0		0	

29 CFR §1614.704(k)

[11. Number of Pending Complaints that were filed in prior fiscal years](#)

	2004 4th Qtr	2003	2002	2001	2000	1999
<i>Total complaints from previous Fiscal Years</i>	68	175	169	168	233	data not

<i>Total Complainants</i>	38	133	127	129	182	available
Number complaints pending [as of 9/30 --per EEOC's request]:						
<i>Investigation</i>	0	73	60	77	96	data not available
<i>ROI issued, pending Complainant's action</i>	0	2	2	3	4	
<i>Hearing</i>	61	36	34	41	31	
<i>Final Agency Action</i>	7	64	73	47	102	
<i>Appeal with EEOC Office of Federal Operations</i>	46	NA*	NA*	NA*	NA*	

*Data not available.

29 CFR §1614.704(l)

[12. Complaints Pending the Completion of Investigation](#)

	2004 end of 4th Qtr	2003	2002	2001	2000	1999
<i>Number Pending Completion of Investigation</i>	31	72	73	60	77	data not available
<i>Pending Investigations Over Required Time Frames (180 days)</i>	7	23	24	13	23	

Last updated: